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We are presenting here one that we feel could be introduced, with some modifications, into training schools whose average of nurses to patients is that of one nurse to two or three patients. Day duty under this plan includes the hours from 7 a. m. until 11 p. m.; night duty, from 11 p. m. to 7 a. m. The night nurse, by this system, has her evenings until 11 o'clock, and works the eight hours of the early morning. The sixteen hours of day duty may be divided into periods of four hours each, but no nurse should work more than eight hours during the sixteen. For instance, one nurse, called a relief nurse, could work from 7 to 11 in the morning and from 7 to 11 p. m., divided time. Hospitals could arrange hours from 7 to 11 a. m.; 11 a. m. to 3 p. m.; 3 p. m. to 7 p. m.; 7 p. m. to 11 p. m., to make all nurses' time during the day equal. This would involve, it seems to me, but one more nurse than is ordinarily now stationed on floors, and the time on duty may be best regulated to meet the heaviest demands in the different departments. Individual schools would have to make arrangements for their class hours. We feel that for the present, the nurses could attend their classes, which are arranged under a weekly schedule, whether on or off duty, all classes to be held in the day time. We are in favor, also, of introducing study time, including one hour per day for each nurse, with the keeping of a register in the class room in which she shall subscribe her name each day, and the hour which she has devoted to her theoretical work.

This arrangement, if systematically carried out, will provide the nurse with approximately eight hours of practical work, eight hours of recreation and eight hours of rest.

Certainly a plan which could meet the approval of anyone interested in improving health or morale, or influencing the cultural life of the young women now members of training schools, will have the added advantage of bringing the profession of nursing to the attention of cultivated and educated young women throughout the country. It is a well known fact that the long hours, and the steady grind and constant confinement are very unattractive features to any young woman looking with favor toward nursing as a profession, and a life work.

II.

EIGHT HOUR NIGHT DUTY, CHART, AND TIME SLIP

BY LIZZIE GOEPFINGER, R.N.

Acting Superintendent of Nurses

3 to 11 Duty Nurses.—Nurses will report on duty at 3 p. m. and remain on until 11 p. m. Dinner hour regulated by head nurse.

If the nurse is to attend class at 3 or 4 p. m., she is to come on duty at 2 p. m.

This nurse will take the treatments and help in general, taking the place of one nurse who will go off duty any hours after 3 p. m., instead of morning time.

One or two fewer nurses will be on duty at 7 a. m. and fewer nurses will go off in the morning.

Lunch will be served from 11 to 11:45 p. m. All 3 to 11 nurses should be in residence by 12 midnight and go to bed.

The nurses will write their report to 11 p. m. and give the report and orders to the "11 to 7 nurse."

11 to 7 Duty Nurses.—Nurses will report on duty at 11 p. m., having had lunch at 10:30 p. m., and will remain on duty until 7 a. m.

Sleeping hours, at least eight, to be regulated by nurse.

Light lunch on the ward will be allowed about 3 a. m., if the nurse wishes it.

The nurse will write the report covering the hours 11 to 7 a. m.

The nurses who have been on regular night duty will become the 11 to 7 duty nurse, *i. e.*, they will remain off duty one day, until 11 p. m.

The night nurses' meals are served from a central dining room; a night cook and maid in attendance, partial cafeteria.

Nurses are on night duty for 8 or 9 weeks, after which they have two days at liberty.

CHART SHOWING ARRANGEMENT OF OFFICERS AND NURSES
HARTFORD HOSPITAL TRAINING SCHOOL

Ward	Head	Pupils	3-11	11-7	No. of Specials	Patients
1 Private	1	5	1	1	5	24
2 Men's Surgical	0	6	1	1		30
3 Men's Medical	1	5	2	2		22
4 Women's Medical	1	5	2	2		21
5 Men's	0	6	1	1		39
6 Gyn.	1	8	2	2		13-16
7 Obstetrical	1	11	3	3		87
8 Women's Surgical	0	5	1	1		40
9 Children	1	7	1	1+1 special		40
10 Women	0	6	2	2		25
12 Private	1	5	1	1	1	26
P2 Private	1	4	1	1	7	13
P3 Private		3	1	1	7	14
P4 Private		3	1	1	6	11

San.	1	3			
D. K.	1	7			
G. O. R.	1	5			
Spec. N. A.		3	1	1	
Absent		8			
Isolation		6			
Residence		5			
Sick		9			
P. O. R.		2			
Clinic	1	2			
Prob.		16			
Principal	1				
Assistant	1				
Night Superintendent	1				
Anaest.	3				
Supervisor, Res.	1				
Instruction	1				
Assistant	1				
	22	145	21	21	409

NURSES' TIME SLIP, SHOWING CHANGE FROM NINE-HOUR DAY TO EIGHT-HOUR DAY

The schedule marked A. shows the time off duty on a ward which is planning to change to an eight-hour day. According to this schedule the entire number of hours on duty for all nurses is 72. The schedule marked B. is on the basis of eight hours. The total number of hours is $61\frac{1}{2}$, that is, $11\frac{1}{2}$ less than in A., but with more time for rest and recreation, the pupils are able to do more efficient work and practically as much as when on duty nine hours. The half day is retained. The nurse coming on at 3 o'clock takes care of treatments, etc. This is really afternoon and evening work, not night work. This nurse frequently advances to 11 to 7 duty, thus giving an all round training. It is also preliminary training for real night duty for a young nurse. Nurses attend class in their off-duty time.

SCHEDULE A. NINE-HOUR DAY DUTY, TWELVE HOURS NIGHT DUTY

	Time off Duty	No. of Hours on Duty
Head Nurse	1-3:30	9
Miss ———	3-5	9
Miss ———	10:30-1	9
Miss ———	11:30-2	9

Miss ———	1-7	6
Miss ———	12:30-3	9
Miss ———	4:30-7	9
Night nurse on 7 p. m. to 7 a. m...		12
		72

SCHEDULE B. EIGHT-HOUR DAY DUTY

	Time off Duty	No. of Hours on Duty
Head Nurse	12:30-4	8
Miss ———	9:30-1	8
Miss ———	2-5	8
Miss ———	10:30-2	8
Miss ———	1-7	6
Miss ———	3:30-7	8
Miss ——— on 3 p. m. to 11 p. m.		7½
Miss ——— on 11 p. m. to 7 a. m.		8
		61½

WHAT CONSTITUTES A REASONABLE NIGHT DUTY SERVICE?

(In the pioneer days, three months day duty and one of night was the regulation detail. We are hearing of nurses being kept on twelve-hour night duty for six, eight and ten weeks and sometimes longer. We think this is a matter for discussion in these pages. Has not this prolonged night service crept in as a convenience to the hospital rather than for its educational advantages to the nurse in training?) Editor-in-Chief.